Evidence-based Practice in the Context of Cultural Competence
Planning for Improved Results for Families

What are the High Priority Challenges and Next Steps?

Moderator: Carol W. Spigner
June 11, 2007

Comments of speakers have been organized for clarity and continuity.

University of Minnesota School of Social Work
http://ssw.che.umn.edu/EBP-CulturalCompetence.html
High Priority Challenges

(Harold Briggs)

• Expand the use of EBP process among professionals, families and consumers

High Priority Challenges

(Aron Shlonsky)

• The individual gets lost in this discussion
• We need to keep working on how to apply EBP in practice.
• So we need to integrate EBP with client preferences and circumstances. This is where culture is important.
High Priority Challenges
(Ruth McRoy & Robert Hill)

• We assume all cultural groups are the same.
• We need to look at differences *within* groups – and collect data within each of these groups. We need to go beyond the census categories.
• When we look at the research we need to disaggregate the data.
High Priority Challenges
(Julia Kleinschmit Rembert)

• Look at differences between urban and rural groups
• Are there differences in application of EBP in rural communities where geography makes a difference in service accessibility?
High Priority Challenges
(The Honorable Royce West)

• Legislators are inundated by the next new thing
• It is important to convince legislators and budget writers that EBP is the evolution of former practices that will achieve desired results (rather than a fad that will soon pass).
• Then there is a reason for them to invest.
High Priority Challenges
(Carl Bell)

- The challenge is to tie funding for research in EBP to dissemination
- For example, researchers need to partner with business schools to develop business plans for dissemination
- How can we figure out this technology?
High Priority Challenges
(Carolyn Rodriguez)

• We need to be cautious about blanket replication of an EBP model of intervention
• We are learning a lot about community engagement strategies
• Much is based on where you take the model and how you move it into a region
High Priority Challenges
(Ralph Bayard & Lyman Legters)

• A major challenge is to develop communication strategies within agencies (internal) and to external partners about why EBP & cultural competence are important to address at the same time.

• Also, connecting with other systems that are also dealing with disparities is important (corrections, etc.).
High Priority Challenges

(David Sanders)

• Research on EBP and incorporation of research into practice has a long term focus.
• This different that what is needed on the front lines of service delivery. Agencies are operating at a much faster pace.
• What adjustments do we need to make to be relevant to the those working in the field?
High Priority Challenges

(Joan Zlotnik)

• Current policy changes aren’t evidence-based.
• We don’t have enough investment in evaluation.
High Priority Challenges
(Khatib Waheed)

• We need to ensure the push for EBP does not create more barriers for organizations who have a good track record with children and families but have little capacity to do research/evaluation.
High Priority Challenges
(Howard Davidson)

• It is important to integrate these goals into Federal law and policy (and be cautious of unintended consequences of policies)

• We need to help guide this to be responsive to what we are discussing here today.
High Priority Challenges
(The Honorable Patricia Clark)

- Current “industry” of child welfare thrives on children remaining in the system – we need to revise this system.

- What are the methods we can use to address this?
  - Editor’s note: See for example, Performance Contracting as implemented in Illinois.
High Priority Challenges

( Joyce James )

• We need to ensure that we have enough people invested in making the changes we know are necessary to set new practices and policies in place.

• This will help sustain the work over time.
High Priority Challenges
(Aron Shlonsky)

• A lot of gains made in health and mental health have been consumer driven.
• Yet our clients are often disenfranchised.
• How do we engage clients in the process of changing agency practices and policies?
High Priority Challenges

(Carl Bell)

• At some point, it will be unethical NOT to do this work. For example, therapeutic foster care works; why aren’t we using it more?

• One issue is that there are some people who are actively opposed to the use of science in helping people. This is a major challenge.
High Priority Challenges

(Khatib Waheed)

• Don’t lose the driving impetus of this work: social justice

• Four elements can work together to address needs:
  – Human rights (setting or context)
  – Equality (one goal/desired outcome)
  – EBP (how you intervene)
  – Measurement (the equity piece; outcomes shouldn’t be predictable just by knowing a person’s race).

• How do we communicate this succinctly?
Next Steps

(Carol Spigner)

Think about next steps that
• Can leverage significant change
• Are realistic to accomplish
Next Steps
(Dee Wilson, Harold Briggs & Joan Zlotnik)

- Other people have dealt with dissemination (application of research in practice) effectively.
- We need to learn from them.
- Consider what England, Canada, and Australia have done in dissemination.
- They have also done a good job of involving the community in these efforts.
Next Steps

(Aron Shlonsky)

• We need to figure out what we don’t know. We need systematic reviews to give practitioners clear information.

• The Campbell collaboration does this work but does not receive much funding from the States. Support has been coming from other countries.

• See http://www.campbellcollaboration.org/
Next Steps

(Joan Zlotnik)

• Implementation – research and dissemination are critically important, for example, NIH is sponsoring a meeting on dissemination research in September 2007.

• We need to expand on Briggs’ use of the process paradigm and make it better known so we are all on the same page.
  – Note: *paradigm* refers to Briggs’ panel presentation at this meeting (Implementation Panel)
Next Steps

(Esther Wattenberg)

• This is also a political issue
• In order to support funding, we need to get people’s attention. One way to do this is to....
• Link what we know about EBP in child welfare to the national interest in supporting education.
Next Steps

(Ruth McRoy)

• We need to consider what we *do* know:
  - We know the populations and the communities they come from;
  - So we need to do more to prevent them from entering the system.
    (See for example presentations and panels from morning sessions of this meeting)

• How can we use this information *today*?
  - Some examples might be talking with community groups wherever they are such as churches, schools, housing developments
Next Steps

(Khatib Waheed)

• This links to the need to identify target audiences. We need to determine:
  – What is the message?
  – What do we want to ask them to do?
  – What are the goals we are working towards?
Next Steps

(David Sanders)

• We need a much better concrete link between researchers, community agencies (practitioners), and communities.

• We could structure this locally in order to be able to integrate research at the local level
Next Steps

(Carl Bell)

• What is the degree of community control over and monitoring of CP practices?

• This is an important step.
  – Editor’s note: See, for example, What Makes Citizen Review Panels Effective? [article link]

  [article link]. AbSTRACTED FROM Children and Youth Services Review, December 2004.
Next Steps

(Joan Zlotnik)

• From our small group discussion, we see that...
• National organizations can be moderators of dissemination and other aspects.
Next Steps

(Aron Shlonsky)

- A new model in teaching research to social work students -
- Teach students how to interpret literature and how to integrate it in practice.
- See the model at University of Toronto, Faculty of Social Work as one example.
Next Steps

(David Sanders)

• It is important to engage those who do not agree with us
• Otherwise the opposition will inhibit us from moving forward.
Next Steps

(Carl Bell)

• An important next step is to...
• Take information and materials from this meeting to “socially conscious” MBAs to create a business plan for dissemination.
What do we hope will come out of this meeting?

(Susan J. Wells)

• Putting EBP and cultural competency in the front of our minds
• A series of publications (possibly a special issue of Children and Youth Services Review on EBP and cultural competence)
• Meeting materials and video for further discussion
• Each of us will implement action steps